



King County

Road Services Division Director

Department of Transportation

About the Division

King County Road Services Division designs, builds, operates and maintains roads and bridges in unincorporated areas of King County. The division is committed to ensuring the county's transportation system is safe and efficient for all uses and modes of travel. Besides safe roadways, King County Road Services provides environmentally responsible project design, maintenance and operations.

Nature and Scope of Position



The Division Director will provide collaborative leadership and a clearly articulated vision for a division responsible for providing regional services including capital improvements, operations, maintenance and preservation of 1,758 miles of roads, associated traffic management infrastructure and 184 bridges within the unincorporated areas of King County, as well as ongoing

regular road services for eleven suburban cities on a contract basis. The daily operational needs of the Roads Services Division requires a high level of communication, fiscal management, labor relations, and organizational skills to effectively lead division employees, manage an appropriated biennium operating budget of \$179 million and a \$414 million six-year capital improvement program budget. Division responsibilities include, but are not limited to: management of approximately 600 employees in a highly unionized environment; supervision of nine direct reports; road maintenance and traffic operations; emergency storm and flood response; right-of-way acquisitions; bridge design and inspection; intergovernmental and community relations; roads legislation; traffic and pedestrian safety programs; and service contracts with suburban cities, non-profits and other county agencies. This position serves on the King County Department of Transportation management team and advises the King County Executive's Office on key matters of political and financial consequence to the division. The Division Director is also responsible for the management of emergency response throughout the road system, preserving the safety of the traveling public and the integrity of public assets.

The Roads Services Division is presently experiencing a narrowing of its revenue stream as a result of today's economic climate. The new Director will be creative and resourceful, finding new methods to deliver high quality services.

APPLICATION PROCESS

Persons interested in this position should submit the following information:

1. A letter of interest specifically addressing the qualifications mentioned in this announcement.
2. A current resume.
3. Salary history

If you have questions regarding this announcement, please call Marissa Karras at 360-956-1336. This position will remain open until filled. In order to be considered for the first round of interviews please submit your application materials by January 24, 2011 to marissa@karrasconsulting.net or by fax to 360-956-1348.

The King County Executive Branch is committed to promoting equal employment opportunity, affirmative action, and diversity in the workplace. We will provide assistance in the recruitment, application and selection process to applicants with disabilities who request such assistance. Please contact us at (360)956-1336 as early as possible regarding any assistance you may require.

COMPENSATION

The annual salary range for this position is \$119,254 – \$151,162K. King County provides a comprehensive package of benefits, including medical, dental and vision benefits for the employee and his or her dependents, participation in the state retirement plan, generous vacation, sick, holiday and executive leave plans, and a fully-paid transit pass, good throughout the Puget Sound region.

The ideal candidate for the position of Roads Services Division Director will be an experienced manager who can impart strong visionary leadership that anticipates the role for the division as the premier provider of choice for road services. The Division Director must be capable of articulating the strategic direction for the division based on the recently completed Strategic Plan for Road Services and have the change management skills to develop and implement the specific plans necessary to achieve the plan. To be successful in this position, the candidate must provide leadership in a complex economic environment; demonstrate an astute political understanding of the legislative process and be effective in identifying and communicating strategic budget and funding needs.

Due to the high visibility of transportation-related projects, programs and services and the impact they have on many citizens, this position must effectively manage competing community-based and political interests where division initiatives have far-reaching political implications. The Division Director serves as an advisor and consultant to county and state elected officials on road-related transportation policy issues and represents the county in multi-jurisdictional forums. The Division Director must understand that he or she is not the sole decision-maker and that strong relationships must be cultivated with a variety of internal and external stakeholders of road programs and services throughout the life of any road improvement project. With the many responsibilities, projects, and initiatives the division must achieve, the Division Director must skillfully operate in a dynamic and political environment where issues and priorities may change on a regular basis. Within this context and setting the Director will build lasting regional partnerships; work to stabilize the long-term structural budget problem; and build a culture of performance and continuous improvement.



Minimum Qualifications

A bachelor's degree and seven years of progressively responsible work experience directly related to the duties of this position including at least five years in a management capacity. A masters degree is a plus.

Job Duties

- Demonstrated ability to provide the division with progressive and visionary leadership necessary to anticipate the long-term business needs for the region and to achieve the division's vision, mission, goals and strategies.
- Demonstrated ability to effectively lead in an environment that changes with regularity and the skill to facilitate the transformation of the internal organization necessary to meet the challenges of being the recognized leader and provider of regional roads services.
- Experience in managing competing community-based and political interests where far-reaching political implications may conflict with budgetary constraints.
- Ability to analyze and anticipate problems and provide proactive and results-oriented solutions that meet critical business needs of the division.



- Ability to respond to situations that receive media attention and the experience to function as the key spokesperson in communicating the division position with a variety of audiences that include the county council, key stakeholders, community groups and the media.
- Demonstrated ability to effectively build and lead a strong and cohesive team where employees are empowered to make sound judgments and work cooperatively to overcome internal factions and external challenges.
- Demonstrated ability to effectively and manage and motivate a large and diverse group of employees comprised of numerous field and professional classifications; most of whom are covered by collective bargaining agreements.
- Working knowledge and ability to oversee the management of transportation systems, transportation planning, road design and construction management, road maintenance, traffic operations and



engineering, financial management, modern project and program management tools such as earned value and cost/risk assessments, information technology, field applications of road engineering, and emergency preparedness and response.

- Ability to effectively listen, communicate verbally and in writing to a variety of diverse audiences.
- Ability to write, edit and review a wide range of documents and correspondence including legislation, contracts, reports, web content, grants and community outreach information.

To view the Road Services Division Strategic Plan please visit:

<http://www.kingcounty.gov/transportation/kcdot/Roads/StrategicPlan.aspx>

About King County

King County is a medley of picturesque views of lush green hills surrounded by snowcapped mountains and sparkling blue waters. Cupped between the jagged Olympic Mountains to the west and the volcanic peaks of the Cascade Range to the east, King County is home to the city of Seattle, several suburban cities, small towns, and rural communities, as well as forests and farmlands. King County's moderate climate combined with a contrasting geography of water and mountains encourage a wealth of year round outdoor activities such as sailing, kayaking, fishing, skiing and hiking. Seattle is known for its art and culture with more quality theatres than any city in the country next to New York City. With excellent schooling, affordable health care and a low incidence of crime, King County offers a life that balances favorable working and living conditions.



To view the King County Strategic Plan please visit:

<http://www.kingcounty.gov/exec/strategy/StrategicPlan/CountyStratPlan.aspx>